



US Army Corps  
of Engineers

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**PERFORMANCE STATEMENT OF WORK  
FOR  
NON TIME CRITICAL REMOVAL ACTION  
FOR  
BAINS GAP ROAD AREA**

**US FISH AND WILDLIFE LAND TRANSFER  
FORT MCCLELLAN, ALABAMA  
PROJECT NO. 114673**

**PERFORMANCE STATEMENT OF WORK  
FOR  
NON TIME CRITICAL REMOVAL ACTION  
FOR  
BAINS GAP ROAD SEGMENTS 67 TO 72 AREA  
U.S. FISH & WILDLIFE LAND TRANSFER  
FORT MCCLELLAN, ALABAMA**

**1 AUGUST 2005**

**1.0. OBJECTIVE:**

The objective of this task order is to perform a clearance to depth MEC removal action (RA) and dispose of all hazards in specified portions of the lands along Bains Gap Road transferred to the U.S. Fish & Wildlife Service.

**2.0. BACKGROUND AND GENERAL STATEMENT OF REQUIRED WORK:**

**2.1. Regulatory Guidance:** The work required under this Statement of Work (SOW) falls under the Defense Environmental Restoration Program, Department of The Army, Base Realignment And Closure Office (DA BRACO). Munitions and Explosives of Concern (MEC) exists on property formerly owned or leased by the Department of Army.

**2.1.1** MEC is a safety hazard and may constitute an imminent and substantial endangerment to the local populace and site personnel. The Contractor shall perform a MEC removal action to depth along Bains Gap Road segments 67 to 72, about 19 acres. The removal work associated with this Non Time-Critical Removal Action (NTCRA) shall be performed in accordance with the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) Section 104, and the National Contingency Plan (NCP), Sections 300.120(d) and 300.400(e).

**2.1.2.** All activities involving work in areas potentially containing unexploded ordnance hazards shall be conducted in full compliance with Department of Defense (DoD), Department of Army (DA), US Army Corps of Engineers (USACE), state and local requirements regarding personnel, equipment and procedures. Federal regulations under 29 CFR 1910.120 shall apply to all actions taken at this site.

**2.2. Recovered Chemical Warfare Materiel (RCWM) and HTRW at OE Response Sites:** During the MEC response, the Contractor may encounter HTRW material or non-stockpile Chemical Warfare Materiel (CWM). In such situations, the following procedures shall apply.

**2.2.1.** Hazardous Toxic or Radiological Waste (HTRW), unexploded ordnance constituents, or CWM may be in munitions, containers, landfills, Open Burning/Open Detonation (OB/OD) areas, ground spills, surface water or groundwater. If suspected HTRW of unknown origin and nature is encountered, the Contractor shall immediately withdraw from the work area and notify the U. S. Army Engineering and Support Center, Huntsville (USAESCH) OE Design Center.

The Contractor shall take necessary actions to protect the safety of his/her workforce, the public, and the environment.

**2.2.2.** During conventional MEC field operations, if the Contractor identifies or suspects CWM, the Contractor shall immediately withdraw upwind from the work area and notify the appropriate personnel as identified in the Standing Operating Procedure for Notification of Incidents and Accidents at Fort McClellan, dated 7 May 2001. The Contractor shall secure the area and provide two personnel located upwind of the suspect CWM to secure the site until relieved by the Technical Escort Unit (TEU) or Explosive Ordnance Disposal (EOD) personnel.

**2.3. Site Description:** Fort McClellan is located northeast of the City of Anniston, Calhoun County, Alabama. To the west are the areas known as Weaver and Blue Mountain. To the north is the City of Jacksonville. The Talladega Forest is to the east of the post.

**2.3.1.** The designated areas under this Task Order are shown on the accompanying drawing. The locations of gates, barriers, and signs and the locations for clearance to depth along the roads/trails/firebreaks are shown on the "Control, Figure 4.5" (Site Specific Final Report, F&WSc Land Transfer Area). The area for MEC clearance consists of approximately 19 acres along Bains Gap Road segments 67 to 72. This acreage is "inclusive" of the roadbed. MEC investigation and removal "will" be conducted beneath paved roadways and will be required between the unpaved shoulder to a distance of 100 feet from the centerline of Bains Gap Road.

**2.4. Site History:** Fort McClellan has been used for artillery training of troops and the National Guard as early as 1912 to 1941. In 1941, McClellan became the site of the Chemical Corps Training Command.

**2.4.1.** In 1962, the U.S. Army Combat Developments Command Chemical Biological-Radiological Agency moved to Fort McClellan. In 1973, the Chemical Corps School along with the U.S. Army Combat Developments Command Chemical Biological-Radiological Agency closed. In 1979, the U.S. Army Chemical Corps School was re-established, along with a training Brigade for Basic Training.

**2.4.2.** The areas covered by this Task Order were used in field training activities, maneuver training, and were also connected with several historical firing ranges (artillery, mortars, flares, etc.).

**2.5. Current Site Use:** The Charlie Area is completely wooded and is currently managed for wildlife resources. All lands are within the boundary of the former Fort McClellan. The site is designated as a USFWS National Wildlife Refuge.

**2.6. Previous MEC Clearances or Characterization:** A small removal action has been completed at the "High Use Area" south of the road and areas 20 feet from centerline of Bains Gap Road not covered with pavement. Sampling activities have been conducted for the sections in the Charlie Area EE/CA, and the draft EE/CA report associated with these sectors is available. Additionally, The "Roads and Firebreaks Removal Report" is available.

**2.7. Potential MEC:** The Draft Charlie Area EE/CA describes MEC items that have been encountered in the vicinity of this site.

**2.8.** These actions are being performed prior to finalizing the Charlie Area Engineering Evaluation & Cost Analysis (EE/CA) and the follow-on Action Memorandum (AM). An Explosive Safety Submission is being performed by Huntsville Center for this work.

**3.0. PERFORMANCE WORK STATEMENT (PWS):**

The following performance work statement is firm fixed price and will apply to all tasks/projects in this PWS.

**3.1. Quality Control:** The Contractor shall implement an accepted Quality Control (QC) Program. The Quality Control Program shall include QC procedures for all aspects and types of work. The contractor shall use MIL STD 1916 as a portion of his Quality Control. The Contractor shall ensure that QC documentation is maintained, and provided in the Final Reports. If any Government QA review identifies a process failure or a work product failure, the contractor will be issued a Corrective Action Request (CAR). The Contractor shall provide full documentation detailing the cause of the failure, why it was not detected in the Contractor's QC Program, and how the problem was corrected. Failure can be defined as workmanship or work products not complying with the WP or not meeting project needs and/or objectives. Any failure shall be corrected at no cost to the government

**3.2. Work Plan (WP):**

The WP shall be prepared following the general format described in data item description (DID) MR-005-01. The WP shall contain, at a minimum, a Technical Management Plan (DID MR-005-02), Explosives Siting Plan (DID MR-005-04), Accident Prevention Plan (APP), which includes a Site Safety and Health Plan (SSHP)(EM 385-1-1), Environmental Protection Plan (DID MR-005-12), and a Quality Control Plan (QCP). The QCP shall be a detailed and comprehensive plan covering all aspects of the response. Other sub plans or elements shall be required as necessary to support the contractor's technical approach. Digital Geophysics is required on this project. The Contractor shall coordinate closely with the Army to find schedule enhancements to facilitate an abbreviated schedule. A property management plan will be required if the contractor has Government furnished equipment. A Work, Data, and Cost Management Plan is required.

**3.3. Geophysical Proveout:**

The Contractor shall perform a Geophysical Prove-Out (GPO) in accordance with DID MR-005-05A on the existing plot. The Contractor shall submit a brief GPO Letter Workplan for approval prior to performing the GPO. Following the GPO fieldwork, the Contractor shall submit a GPO Letter Report for approval prior to initiating the removal action. The GPO letter report shall also be included as an appendix to the Geophysical Investigation Plan and the Removal Report. The Government will also require 3 additional copies of the GPO Letter Report for submittal to the Alabama Department of Environmental Management.

**3.4. Removal Action:**

The Contractor shall provide the necessary personnel and equipment to safely destroy and/or remove and dispose of all explosive hazards. Clearance along the paved Bains Gap Road will



generally consist of a 200-foot wide zone, 100 feet either side of the centerline identified in the table below and shown on the attached drawing, Figure 1. Clearance will also be accomplished beneath the entire pavement section of the road in all segments. The final segment east of 72 is unnumbered and has received no mapping or clearance. Any culverts will be left in place. Brush clearing will be required outside the traveled way to the extent necessary to reach the 100-foot boundary along each side of the road. The contractor shall be responsible for evacuations if necessary. The road sections are listed in the table below and shown on the attached drawing, Figure 1. An Explosive Safety Submission is being performed by Huntsville Center for this work. The contractor shall also plan to attend, and answer questions related to the removal action, at two (2) Public/Restoration Advisory Board (RAB) meetings in Anniston, AL. The Contractor shall be prepared to provide a formal presentation at one of these meetings, and meeting minutes at both.

*Table 1*

ROAD SEGMENT	DESCRIPTION
67	Paved road and 100 ft north from centerline
68	Paved road and 100 ft north and south from centerline
69	Paved road and 100 ft north and south from centerline
70	Paved road and 100 ft north from centerline and part of the segment to the south as shown on Figure 1
71	Paved road and 100 ft north from centerline.
72	Part of paved road and 100 ft south from centerline as shown on Figure 1
Unnumbered Segment	Paved road and 100 feet south of the centerline

#### **3.4.1. SOW Performance Metrics and QC/QA Criteria:**

The performance metrics that will be used to evaluate the Contractor's performance of all tasks under this SOW are specified in Attachment B. **The criterion for accepting grids that have completed surface and subsurface clearance is: No ferrous objects with a "width" (diameter) between a 37 mm projectile and a 155 mm projectile at a depth of less than 11 diameters of the object.**

**3.4.2. Backfilling Excavations:** All access/excavation/detonation holes shall be backfilled by the Contractor. The Contractor shall restore such areas to their prior condition. Any excavations

in the road will be backfilled with structural fill". "Structural fill" shall consist of a locally available borrow material herein specified as a silty or clayey sand containing less than 90 percent passing a No. 40 sieve, and less than 40 percent passing the No. 200 sieve, by weight. The Liquid Limit and Plastic Limit of the material shall be less than or equal to 40 and 10 percent, respectively. Maximum loose lift thicknesses of 12 inches shall be compacted to 95 percent of the soil's Standard Proctor Density as per ASTM D-698. The final 6" to reach adjacent finished grade will use compacted aggregate, ALDOT #67 crushed stone. Paved areas outside of Bains Gap and St Clair Roads will not have to be patched, only the holes filled back to grade. The Contractor shall repair and reestablish all grades and surfaces back to their preconstruction conditions in all areas that have settled, eroded, and rutted, or that were disturbed by the Contractor's operations.

**3.4.3. MEC Accountability:** The Contractor shall maintain a detailed accounting of all MEC items/components encountered. This accounting shall include the amounts of MEC, the identification, condition, depth, disposition, and location. This accounting shall be a part of an appendix to the Final Report.

**3.4.4. Disposal of MEC Scrap:** All MEC scrap shall be handled in accordance with Attachment A of the SOW.

**3.5. Geospatial Data:**

The contractor shall create a GIS in accordance with DID MR-005-07, and which matches the Fort McClellan GIS (Arc View). The coordinate system for this project shall be State Plane Coordinate System. All geo-referenced data shall be submitted in State Plane Coordinates. Use of the GIS shall provide a permanent record of all collected data and the logical and clear presentation of such data and records of the OE removal activities for this site for inclusion in the Final Removal Report.

**3.6. Final Report:**

The Contractor shall prepare a final report in accordance with DID MR-030. In addition to the DID requirements, the contractor shall include all QC documentation in the Final Report. The contractor shall also include a cover letter signed by an authorized person (preferably the person who signed the Task Order) of the company certifying, on behalf of the company, that the requirements of this Task Order have been met.

**4.0. SUBMITTALS AND CORRESPONDENCE:**

**4.1. Computer Files:** All final text files generated by the Contractor under this contract shall be furnished to the Contracting Officer in Microsoft Word 6.0 or higher software. Spreadsheets shall be in Microsoft EXCEL format. All final CADD drawings shall be in Microstation 95 or higher. All GIS data shall be in ESRI (Arcview/Arcinfo) format.

**4.2. PDF Deliverables:** In addition to the paper and digital copies of submittals, the final version of any and all reports and/or plans shall be submitted, uncompressed, on CD/DVD in PDF format along with a linked table of contents, linked tables, linked photographs, linked

graphs, and linked figures, all of which shall be suitable for viewing on the Internet. The PDF files shall be created from source documents whenever possible.

**4.3. Identification of Responsible Personnel:** Each report shall identify the specific members and title of the Contractor's staff and subcontractors that had significant and specific input into the reports' preparation or review.

**4.4. Public Affairs:** The Contractor shall not publicly disclose any data generated or reviewed under this contract. The Contractor shall refer all requests for information concerning site conditions to the local Corps of Engineers Public Affairs Office (Mobile District) with a copy furnished to the USAESCH PM. Reports and data generated under this contract are the property of the DoD and distribution to any other source by the Contractor, unless authorized by the Contracting Officer, is prohibited.

**4.5. Schedule:** The Contractor shall submit a proposed Project Schedule in a format compatible with Primavera. The Contractor shall coordinate closely with the Army to find schedule enhancements to facilitate an abbreviated schedule. The Contractor shall update the schedule in accordance with DID MR-085 Project Status Report. A final schedule shall be submitted a minimum of 30 days before commencing fieldwork.

**4.6. Telephone Conversations/Correspondence Records:** The Contractor shall keep a record of each phone conversation and written correspondence concerning this Task Order in accordance with DID MR-055. A copy of this record shall be attached to the Project Status Report.

**4.7. Project Status Reports:** The Contractor shall prepare and submit Project Status Reports in accordance with DID MR-085 and include any other items required in the SOW.

**4.8. Submittals:** The Contractor shall furnish copies of the plans, maps, and reports as identified below, or as specified in this PWS, to each addressee listed below in the quantities indicated. The Contractor shall submit 1 copy on CD with each hard copy of the Final versions of all submittals (WPs, Reports, Plans, etc) as specified above. The Contractor shall submit 1 copy on CD with each hard copy, of the Final Versions of all submittals (WPs, Reports, Plans, etc) as specified above. For purposes of the PWS, all days are considered calendar days.

ADDRESSEE	COPIES
US Army Engineering and Support Center, Huntsville CEHNC-OE-DC ATTN: Mr. Dan Copeland 4820 University Square Huntsville, AL 35816-1822	6
Alabama Department of Environmental Management Fort McClellan NTCRA Contract # Task Order #	3 7



Government Facilities Section, Haz Waste Branch, Land Division  
 ATTN: Mr. Shana Decker  
 P.O. Box 301463  
 Montgomery, AL 36130-1463

U.S. Army Garrison 6  
 ATTN: ATZN-ENV, Lisa Holstein  
 291 Jimmy Parks Blvd.  
 Fort McClellan, AL 36205-5000

US Fish and Wildlife Service 2  
 Attn: Steve Miller  
 Ft McClellan, AL 36205

Commander 1 (Final Only)  
 52nd Ordnance Group (EOD)  
 5011 N. 26<sup>th</sup> Street  
 Forest Park, GA 30297

#### 4.9. Submittals and Due Dates:

SUBMITTAL	DUE DATES
Draft Work Plan	15 days after NTP
Final Work Plan	10 days after receipt of comments
Draft GPO Report	5 days after receipt of comments
Final GPO Report	2 days after receipt of comments
Draft Report	20 days after receipt of comments
Final Report	10 days after receipt of comments
<b><u>Period of Performance:</u></b> All work shall be completed by 30 May 2006	

#### 4.10. Payment Milestones:

Work Plan (accepted and NTP provided)

Field Work Completed

Final Removal Report (accepted)

Milestones will be considered met or completed when the appropriate QC documentation has been submitted and QA completed and the submittal and/or product are accepted.

**5.0. PROPOSAL REQUIREMENTS:** The proposal shall be limited to 15 pages counting all pages except the cover pages, table of contents, page dividers, and the price proposal, single or double spaced. All portions of the proposal, including cover pages, table of contents, and the price proposal shall use a font no smaller than 12 pitch, Times New Roman. **Any deviation from this format may be deemed cause for rejection of the proposal.** These documents shall be submitted to the Contract Specialist by the date and time specified in the RFP cover letter. Timeliness of proposals shall be determined by receipt of the paper copies. One (1) electronic copy of the entire proposal shall be submitted to the Contract Specialist in PDF format. Four



hard copies shall submitted. The Contractor is responsible for ensuring that the electronic files submitted accurately reflect their signed hardcopy proposal.

The Contractor shall submit a price proposal to execute the PWS. The price proposal shall consist of 1 signed original, 3 hard copies, one electronic PDF copy and one electronic Microsoft Excel copy. Data obtained during previous surveys is attached to this PWS. The Government makes no claims as to the accuracy of the site data supplied and/or the actual site conditions to be encountered in the areas defined above. The Contractor shall use the data provided at their own risk. **No price adjustments will be allowed to any firm fixed price tasks for differing site conditions related to vegetation, terrain, geology, weather, exclusion zone requirements, and the quantity, type, and/or depth of MEC, MEC scrap, MPPEH, munitions debris, and/or other anomalies encountered. The Contractor shall not qualify their bid based on a specific number of anomalies or digs, etc.** Any estimates of such conditions included in the Contractors' proposal shall be considered as informational only and shall not be considered as contractually binding to either party. The act of signing this task order signifies that the Contractor has accepted and is satisfied with the prevailing site conditions. The Contractor may conduct an extended pre-proposal site visit to verify data or gather additional data as deemed necessary to prepare a reasonable bid. **The Contractor is responsible for identifying and considering all factors that may affect the cost to execute the work.** The Contractor attests that it has had sufficient opportunity to ascertain the conditions of the site and has used any data or information provided to them by any party at their own risk.

The Government will make award of a task order to the responsible Contractor whose offer conforms to the solicitation and represents the best value to the Government after consideration of technical approach, price, experience, and past performance. The proposal shall provide the following information and will be evaluated as indicated:

**5.1 Technical Approach, Factor 1,** (Weight - Factors 1 and 2 are equally important; and are more important than Factor 3). The quality of the data is of primary importance on this project. The Contractor shall submit a proposal describing the approach to be used to accomplish the clearance activities required. The technical proposal shall be detailed but concise and shall cover every aspect of **how** the Contractor will execute each aspect of the work and **who** will be performing the work, paying particular attention to how the Contractor will assure the Government that the work being performed will accurately and effectively achieve the objectives of the PWS. The Contractor shall consider all available combinations of geophysical and precision location systems and suitability of application under the site-specific terrain conditions when developing their proposal for the geophysical mapping required for this work. As an example of the level of detail required, the proposal should describe the personnel and equipment to be used, how the equipment will be tested to determine its applicability for use under site-specific conditions, how the optimal equipment settings will be identified, how site equipment operators will be trained in use of the equipment, how the quality of the work will be assured, how frequently the information for the work being performed will be recorded, and how it will be presented in the report. The proposal should take the reviewer step by step through each phase of the work explaining each step in detail. The Contractor should also discuss any and all assumptions made when developing their technical approach. Please note, the Government will look unfavorably upon any assumption that qualifies a Contractor's proposal.

**5.2 Price, Factor 2,** (Weight - Factors 1 and 2 are equally important; and more important than Factor 3). The Contractor shall propose a price for each task identified below. All costs associated with delivery of the specified product will be included in these tasks, which include but are not limited to mobilization/demobilization, fixed costs (WP, WP updates, record keeping and GIS database, equipment testing, QC documentation, project management, etc.), and Final Reports. The tasks identified are as follows:

- Work Plan
- Geophysical Proveout
- Removal Action
- Geospatial Data
- Final Report

**5.3 Past Performance, Factor 3,** (Weight – Factor 3 is less important than Factors 1 and 2). The Contractor shall provide past performance information for no more than 4 similar projects. The Contractor shall also provide a list of customer points of contact for each of the projects, who can verify the quality of the work performed. Past Performance information gained from other sources can and may be used for evaluation purposes. The Government reserves the right to look outside of the proposals for past performance information of the Contractor. The Government will consider information submitted by the Contractor, as well as any other relevant and reliable information obtained from any other source (including information from Government personnel and databases). The Government will evaluate the currency and relevancy of the information, the source of the information, and general trends in performance, along with any other information, which may help the Government assess performance risk. Information on significant problems encountered, customer dissatisfactions, and corrective actions taken should be provided. The Government intends to assess the relative risks associated

with the Contractor's performance based on the past performance information provided in the proposal. A significant achievement, unexplained or unresolved problem, or lack of relevant data may significantly impact the risk rating by the project delivery team; therefore, it is incumbent upon the Contractor to include all relevant information, including demonstrated corrective actions, in its proposal.

**5.4 Each of the above factors will be evaluated based on the following:**

**(i) Excellent:** Proposal demonstrates an excellent understanding of requirements and Contractor's proposal shows that they have significantly exceeded performance or capability standards. Proposal has exceptional strengths that will significantly benefit the Government. Proposal represents very low risk that the Contractor's performance of any work requirements will impact schedule, cost, or performance.

**(ii) Good:** Proposal demonstrates a good understanding of requirements and Contractor's proposal shows that they have exceeded performance or capability standards. Proposal has two or more strengths that will benefit the Government. Proposal represents low risk that the Contractor's performance of any work requirements will impact schedule, cost, or performance.

**(iii) Satisfactory:** Proposal demonstrates acceptable understanding of the requirements and Contractor's proposal meets performance or capability standards. Proposal demonstrates one strength that will benefit the Government. Proposal represents moderate risk that the Contractor's performance of any work requirements will impact schedule, cost, or performance.

**(iv) Marginal:** Proposal demonstrates shallow understanding of requirements and Contractor's proposal only marginally meets performance or capability standards for minimal but acceptable contract performance. Proposal has no strengths that will benefit the Government and may have weaknesses that are detrimental to the Government. Proposal represents high risk that the Contractor's performance of any work requirements will impact schedule, cost, or performance.

**(v) Unsatisfactory:** Fails to meet performance or capability standards. Requirements can only be met with major changes to the proposal. Proposal represents very high risk that the Contractor's performance of any work requirements will impact schedule, cost, or performance.

Past Performance, Factor 3, will also be given a Risk Rating, which assesses the risks associated with each Contractor's likelihood of success in performing the requirements stated in the RFP based on the Contractor's demonstrated performance on recent contracts. Project delivery team members and the Contracting Officer may use personal knowledge or information from other sources during evaluation of a Contractor's past performance, provided such information is consistent with the established evaluation criteria of the RFP. Contractor's who have no relevant performance record will be given a neutral/unknown risk rating for these factors.

**(i) Neutral/Unknown Risk:** The Contractor has no relevant performance record. A thorough search was unable to identify any past performance information.

**(ii) Very Low Risk:** There is a very low risk to the Government in the Contractor's ability to perform based on the references received on recent, relevant contracts

**(iii) Low Risk:** There is a low risk to the Government in the Contractor's ability to perform based on the references received on recent, relevant contracts.

**(iv) Moderate Risk:** There is a moderate risk to the Government in the Contractor's ability to perform based on the references received on recent, relevant contracts.

**(v) High Risk:** There is a high risk to the Government in the Contractor's ability to perform based on the references received on recent, relevant contracts.

**(vi) Very High Risk:** Contractor's past performance record or lack thereof, provides extreme doubt that the Contractor will successfully perform any future required effort.

## **6.0 REFERENCES:**

**6.1** Charlie Area Engineering Evaluation/Cost Analysis (EE/CA) Report, Fort McClellan, Alabama, (Draft)

**6.2** Road and Firebreaks Removal Report (Draft)

**6.3** Archive Search Report



## ATTACHMENT A

CEHNC-OE

10 April 2003

### Corps of Engineers Contractors Ordnance and Explosive (OE) , Range Residue (RR) Inspection, Certification, and Final Disposition Procedures

#### I. OE & RR Inspection – Contractor Responsibilities and Procedures

1. The U.S. Army Corps of Engineers (USACE) contractors executing projects will comply with the following procedures for processing OE and Range Residue for final disposition as scrap metal. The objective of these procedures is to ensure that an inspection procedure of the exterior and interior surfaces of all recovered items is in place to ensure these items do not present an explosive hazard. These USACE contractor responsibilities and procedures will be contained in the project work plan.

- a. Unexploded Ordnance (UXO) Sweep Personnel will only mark suspected items and will not be allowed to perform any assessment of a suspect item to determine its status.
- b. Unexploded Ordnance (UXO) Tech I will only tentatively identify a located item as scrap or OE.
- c. UXO Technician II will:

(1) Inspect each item as it is recovered and determine the following:

- ♦ ♦ Is the item a UXO or a component of a military munitions?
- ♦ ♦ Does the item contain explosives hazards or other dangerous fillers?
- ♦ ♦ Does the item require detonation?
- ♦ ♦ Does the item require demilitarization (demil) or venting to expose other dangerous fillers?
- ♦ ♦ Does the item require draining of engine fluids, illuminating dials and other visible liquid hazardous, toxic or radiological waste (HTRW) materials?

(2) Segregate items requiring demil or venting procedures from those items ready for certification.

(3) Items found to contain explosives hazards or other dangerous fillers will be processed in accordance with applicable procedures.

- d. UXO Technician III will:

(1) Inspect recovered items to determine if free of explosives hazards or other dangerous fillers and engine fluids, illuminating dials and other visible liquid HTRW materials?

(2) Supervise detonation of items found to contain explosive hazards or other dangerous fillers and venting/demil procedures.

(3) Supervise the consolidation of recovered scrap metal for containerization and sealing.

- e. UXO Quality Control (QC) Specialist will:

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- (1) Conduct daily audits of the procedures used by UXO teams and individuals for processing OE or Range Residue.
- (2) Perform and document, a minimum 10%, random sampling ( by pieces, volume or area ) of all scrap metal collected from the various teams to ensure no items with explosive hazards, engine fluids, illuminating dials and other visible liquid HTRW materials are identified as scrap metal as required for completion of the Requisition and Turn-in Document, DD Form 1348-1A.

**f. UXO Site Safety Officer (UXOSO) will:**

- (1) Ensure the specific procedures and responsibilities for processing OE and Range Residue for certification as scrap metal is being followed, performed safely, consistent with applicable regulations, and in accordance with the USACE approved project work plan.
- (2) Will perform random checks of processed OE and Range Residue to ensure items being identified as scrap are free from any explosive hazards engine fluids, illuminating dials and other visible liquid HTWR materials.

**g. Senior UXO Supervisor will:**

- (1) Be responsible for ensuring work and Quality Control (QC) Plans specify the procedures and responsibilities for processing OE and Range Residue for the final disposition as scrap metal.
- (2) Ensure a Requisition and Turn-in Document, DD Form 1348-1A is completed for all scrap metal to be transferred for final disposition.
- (3) Perform random checks to satisfy that the OE or range residue is free from explosive hazards necessary to complete the Form, DD 1348-1A.
- (4) Certify all scrap metal generated from OE or Range Residue as free of explosive hazards, engine fluids, illuminating dials and other visible liquid HTWR materials.
- (5) Be responsible for ensuring that these inspected materials are secured in a closed, labeled and sealed container and documented as follows;
  - • The container will be closed and clearly labeled on the outside with the following information: The first container will be labeled with a unique identification that will start with **USACE/Installation Name/Contractor's Name/0001/Seal's unique identification** and continue sequentially.
  - • The container will be closed in such a manner that a seal must be broken in order to open the container. A seal will bear the same unique identification

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number as the container or the container will be clearly marked with the seal's identification if different from the container.

- • A documented description of the container will be provided by the contractor with the following information for each container; contents, weight of container; location where OE scrap was obtained; name of contractor, names of certifying and verifying individuals; unique container identification; and seal identification, if required (see paragraph I. 1.g. (5)). The contractor in a separate section of the final report will also provide these documents.

**II. OE Scrap Certification and Verification**

1. The contractor will ensure that scrap metal generated from OE or Range Clearance is properly inspected in accordance with the procedures in I. above. Only personnel who are qualified UXO personnel per USACE's Contract Data Item Description (DID) OE-025 will perform these inspections. The Senior UXO Supervisor will certify and the USACE's OE Safety Specialist will verify that the scrap metal is free of explosive hazards.
2. DD form 1348-1A will be used as certification/verification documentation. All DD 1348-1A must clearly show the typed or printed names of the contractor's Senior UXO Supervisor and the USACE's OE Safety Specialist, organization, signature, and contractor's home office and field office phone number(s) of the persons certifying and verifying the scrap metal.
  - a. Local directives and agreements may supplement these procedures. Coordination with the local concerns will identify any desired or requested supplementation to these procedures.
  - b. In addition to the data elements required and any locally agreed to directives, the DD 1348-1A must clearly indicate the following for scrap metal:
    - (1) Basic material content (Type of metal; e.g., steel or mixed)
    - (2) Estimated weight
    - (3) Unique identification of each of the containers and seals stated as being turned over.
    - (4) Location where OE scrap was obtained.
    - (5) Seal identification, if different from the unique identification of the sealed container.
  - c. The following certification/verification will be entered on each DD 1348-1A for turn over of scrap and will be signed by the Senior UXO Supervisor and the USACE OE Safety Specialist.

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Fort McClellan NTCRA  
Contract #  
Task Order #

**Corps of Engineers Contractors Ordnance and Explosive (OE) , Range Residue (RR) Inspection, Certification, and Final Disposition Procedures**

"This certifies that the material listed has been 100 percent properly inspected and, to the best of our knowledge and belief, are free of explosive hazards, engine fluids, illuminating dials and other visible liquid HTWR materials.

**III Maintaining The Chain Of Custody And Final Disposition**

The contractor, in coordination with the Corps of Engineers, will arrange for maintaining the chain of custody and final disposition of the certified and verified materials. The certified and verified material will only be released to an organization that will:

- a. Upon receiving the unopened labeled containers each with its unique identified and unbroken seal ensuring a continued chained of custody, and after reviewing and concurring with all the provided supporting documentation, sign for having received and agreeing with the provided documentation that the sealed containers contained no explosive hazards when received. This will be signed on company letterhead and stating that the contents of these sealed containers will not be sold, traded or otherwise given to another party until the contents have been smelted, shredded, or flashed and are only identifiable by their basic content.
- b. Send notification and supporting documentation to the sealed container-generating contractor documenting the contents of the sealed containers have been smelted and are now only identifiable by their basic content.
- c. This document will be incorporated by the contractor into the final report as documentation for supporting the final disposition of this scrap metal.



Attachment B  
QASP Performance Metrics for Performance Assessment Record (PAR)

	Exceptional	Very Good	Satisfactory	Marginal	Unsatisfactory
<b>PAR Category: Quality of Product or Service</b>					
<b>Performance indicator: Document reviews</b>					
<u>Draft</u> Plans and Reports	All contract-milestone documents approved as submitted	One or more documents or subplans were approved as submitted, but exceptions were noted. Resubmissions were not required.	One or more documents or subplans required revisions to be resubmitted for approval prior to proceeding. Resubmission of an entire document or subplan was not required.	One or more documents or subplans required revisions to be resubmitted for approval prior to proceeding. Resubmission of an entire document or subplan was required.	One or more documents or subplans did not comply with contract requirements, or one or more documents or subplans required more than one resubmission of the entire document or subplan prior to its approval.
<b>Performance indicator: Project Execution</b>					
Process Compliance	Zero Corrective Action Requests (CAR)	1-5 CARs for non-critical WP violations (no impact to overall cost and schedule resulting from the non-compliance)	6 or more CARs for non-critical violations (no impact to overall cost and schedule resulting from the non-compliance)	>1 CAR where non-compliance adversely impacted overall cost or schedule	Repeated non-compliance with WP requirements resulted in cost overruns or repeated schedule extensions
Quality Control	Zero QA failures, 80% or more QC measures accepted, zero repetitive QC failures	Zero QA failures, 80% or more QC measures accepted, one or more repetitive QC failure occurred	Zero QA failures, less than 80% of QC measures accepted, or, One or more non-repetitive QA failures occurred	1-3 repetitive QA failures occurred	>3 repetitive QA failures occurred
<b>PAR Category: Schedule</b>					
<b>Performance indicator: Timely completion of tasks</b>					
<u>Final</u> Work Plans and Reports, project milestones, T.O. invoices	All document submittals and task order milestones and invoices complete and approved by T.O. date, project closed out/final invoice approved ahead	Project closed out/final invoice approved ahead of schedule	project closed out/final invoice approved on T.O. date	Project closed out/final invoice approved within 30 calendar days after T.O. date.	Project closed out/final invoice approved more than 30 calendar days after T.O. date.

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	of schedule				
Monthly status reports accurate			Yes		No
<b>Performance indicator: Impacts to schedule</b>					
Impacts caused by contractor or other causes identified, in writing, in a timely manner to apply acceptable corrective actions.			Yes		No
<b>PAR Category: Cost Control</b>					
<b>Performance indicator: No unauthorized cost overruns</b>					
Unauthorized cost overruns			No		Yes
Total Project Costs	Total contract invoices less than 98% of initial T.O. authorized amount	Total contract invoices greater than 98% but less than 99.99% of initial T.O. authorized amount	Total contract invoices between 99.99% and 100% of initial T.O. authorized amount	Total contract invoices greater than 100% but less than 105% of initial T.O. authorized amount	Total contract invoices greater than or equal to 105% of T.O. authorized amount
<b>Performance indicator: Monthly cost report</b>					
Monthly cost reports accurate			Yes		No
<b>Performance indicator: Impacts to cost</b>					
Impacts caused by contractor or other causes identified, in writing, in a timely manner to apply acceptable corrective actions.			Yes		No
<b>PAR Category: Business Relations</b>					
<b>Performance indicator: Met contractual obligations</b>					
Corrective Actions taken were timely and effective (Refer to CARs issued to contractor)			Yes		No
<b>Performance indicator: Professional and Ethical Conduct</b>					
Meetings and correspondences with Public, project delivery team and other stakeholders	Zero letters of reprimand, grievances, or formal complaints AND one or more unsolicited		Zero letters of reprimand, grievances, or formal complaints	One letter of reprimand, grievance or formal complaint that was resolved through	More than one letter of reprimand, grievance or formal complaint that were resolved through

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	letters of commendation			negotiation	negotiation OR removal of one or more project personnel as a results of a letter of reprimand, grievance or formal complaint.
<b>Performance indicator: Customer has overall satisfaction with work performed</b>					
Customer survey results for rating period	4.0-5.0	3.0-3.9	2.0-2.9	1.0-1.9	<1.0
<b>Performance indicator: Personnel responsive and cooperative</b>					
Key personnel responsive, and cooperative	Always		Most Times		Almost Never
<b>PAR Category: Management of Key Personnel and Resources</b>					
<b>Performance indicator: Personnel knowledgeable and effective in their areas of responsibility</b>					
Personnel assigned to tasks	All personnel proposed by contractor were assigned to project, some personnel were substituted by higher qualified individuals.		All personnel proposed by contractor were assigned to project, some personnel were substituted by equally qualified individuals.		All personnel proposed by contractor were assigned to project, some personnel were substituted by lesser qualified individuals.
<b>Performance indicator: Personnel able to manage resources efficiently</b>					
Instances when resource management had negative impact on project execution	0	1-2	3-4	5-6	>6
<b>PAR Category: Safety</b>					
<b>Performance indicator: Accidents and Violations</b>					
*Number of Class A Accidents, contractor at fault	0				1 or more
*Major safety violations	0		1		>1
*Minor safety violations	1		2-4		>4

\*From Section C of Basic contract #W912DY-04-R-0003, Amendment 0001 (may be included but are not limited these)

*The following guidelines are provided for issuing ratings that are subjective in nature, these ratings will be supported by the weight of evidence documented during the government's surveillance efforts:*

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Exceptional: Performance *meets* contractual requirements and *exceeds many* to the Government's benefit. The contractual performance of the element or sub-element being assessed was accomplished with *few minor problems* for which corrective actions taken by the contractor were *highly effective*.

Very Good: Performance *meets* contractual requirements and *exceeds some* to the Government's benefit. The contractual performance of the element or sub-element being assessed was accomplished with *some minor problems* for which corrective actions taken by the contractor were *effective*.

Satisfactory: Performance *meets* contractual requirements. The contractual performance of the element or sub-element contains *some minor problems* for which corrective actions taken by the contractor *appear or were satisfactory*.

Marginal: Performance *does not meet all* contractual requirements. The contractual performance of the element or sub-element being assessed reflects a *serious problem* for which the contractor has *not yet identified corrective actions*. The contractor's proposed actions appear only *marginally effective or were not fully implemented*.

Unsatisfactory: Performance *does not meet most* contractual requirements and *recovery is not likely* in a timely manner. The contractual performance of the element or sub-element contains *serious problems* for which the contractor's corrective actions *appear or were ineffective*.



## Attachment C

94-2001 AL,ANNISTON-GADSEN

WAGE DETERMINATION NO: 94-2001 REV (27) AREA: AL,ANNISTON-GADSEN

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD: 94-2002

\*\*\*\*\*

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 1994-2001
William W.Gross		Revision No.: 27
Director		Date Of Revision: 05/23/2005
Division of		
Wage Determinations		

State: Alabama

Area: Alabama Counties of Calhoun, Cherokee, Clay, Cleburne, De Kalb, Etowah, Talladega

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.45
01012 - Accounting Clerk II	10.30
01013 - Accounting Clerk III	12.71
01014 - Accounting Clerk IV	15.02
01030 - Court Reporter	11.77
01050 - Dispatcher, Motor Vehicle	14.59
01060 - Document Preparation Clerk	10.42
01070 - Messenger (Courier)	8.51
01090 - Duplicating Machine Operator	10.42
01110 - Film/Tape Librarian	10.66
01115 - General Clerk I	8.77
01116 - General Clerk II	9.85
01117 - General Clerk III	11.45
01118 - General Clerk IV	12.29
01120 - Housing Referral Assistant	13.08
01131 - Key Entry Operator I	9.49
01132 - Key Entry Operator II	11.45
01191 - Order Clerk I	8.81
01192 - Order Clerk II	10.58
01261 - Personnel Assistant (Employment) I	10.01
01262 - Personnel Assistant (Employment) II	11.23
01263 - Personnel Assistant (Employment) III	12.57
01264 - Personnel Assistant (Employment) IV	14.01
01270 - Production Control Clerk	15.55
01290 - Rental Clerk	10.49
01300 - Scheduler, Maintenance	10.49
01311 - Secretary I	10.49
01312 - Secretary II	11.77
01313 - Secretary III	13.08
01314 - Secretary IV	14.54
01315 - Secretary V	16.10

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01320 - Service Order Dispatcher	15.58
01341 - Stenographer I	11.96
01342 - Stenographer II	12.21
01400 - Supply Technician	14.54
01420 - Survey Worker (Interviewer)	10.35
01460 - Switchboard Operator-Receptionist	8.64
01510 - Test Examiner	11.77
01520 - Test Proctor	11.77
01531 - Travel Clerk I	9.24
01532 - Travel Clerk II	9.85
01533 - Travel Clerk III	10.43
01611 - Word Processor I	10.09
01612 - Word Processor II	11.33
01613 - Word Processor III	12.67
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.56
03041 - Computer Operator I	11.87
03042 - Computer Operator II	13.68
03043 - Computer Operator III	16.53
03044 - Computer Operator IV	18.36
03045 - Computer Operator V	18.87
03071 - Computer Programmer I (1)	13.86
03072 - Computer Programmer II (1)	17.18
03073 - Computer Programmer III (1)	21.01
03074 - Computer Programmer IV (1)	25.42
03101 - Computer Systems Analyst I (1)	21.34
03102 - Computer Systems Analyst II (1)	25.79
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.56
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	14.63
05010 - Automotive Glass Installer	12.41
05040 - Automotive Worker	12.41
05070 - Electrician, Automotive	13.07
05100 - Mobile Equipment Servicer	11.02
05130 - Motor Equipment Metal Mechanic	13.76
05160 - Motor Equipment Metal Worker	12.41
05190 - Motor Vehicle Mechanic	13.76
05220 - Motor Vehicle Mechanic Helper	10.35
05250 - Motor Vehicle Upholstery Worker	12.41
05280 - Motor Vehicle Wrecker	12.41
05310 - Painter, Automotive	13.07
05340 - Radiator Repair Specialist	12.41
05370 - Tire Repairer	10.65
05400 - Transmission Repair Specialist	13.76
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.73
07010 - Baker	12.90
07041 - Cook I	11.46
07042 - Cook II	12.90
07070 - Dishwasher	8.73
07130 - Meat Cutter	12.90
07250 - Waiter/Waitress	9.32
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	13.00
09040 - Furniture Handler	9.94
09070 - Furniture Refinisher	13.81
09100 - Furniture Refinisher Helper	11.22
09110 - Furniture Repairer, Minor	12.52
09130 - Upholsterer	13.81
11030 - General Services and Support Occupations	

11030	- Cleaner, Vehicles	8.73
11060	- Elevator Operator	8.73
11090	- Gardener	11.46
11121	- House Keeping Aid I	8.36
11122	- House Keeping Aid II	8.96
11150	- Janitor	8.73
11210	- Laborer, Grounds Maintenance	9.32
11240	- Maid or Houseman	8.37
11270	- Pest Controller	12.15
11300	- Refuse Collector	10.49
11330	- Tractor Operator	10.75
11360	- Window Cleaner	9.32
12000	- Health Occupations	
12020	- Dental Assistant	11.02
12040	- Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.51
12071	- Licensed Practical Nurse I	10.69
12072	- Licensed Practical Nurse II	12.33
12073	- Licensed Practical Nurse III	13.75
12100	- Medical Assistant	9.94
12130	- Medical Laboratory Technician	12.74
12160	- Medical Record Clerk	9.77
12190	- Medical Record Technician	13.54
12221	- Nursing Assistant I	8.23
12222	- Nursing Assistant II	9.25
12223	- Nursing Assistant III	10.10
12224	- Nursing Assistant IV	11.32
12250	- Pharmacy Technician	12.19
12280	- Phlebotomist	11.32
12311	- Registered Nurse I	18.31
12312	- Registered Nurse II	22.43
12313	- Registered Nurse II, Specialist	22.43
12314	- Registered Nurse III	27.10
12315	- Registered Nurse III, Anesthetist	27.10
12316	- Registered Nurse IV	32.49
13000	- Information and Arts Occupations	
13002	- Audiovisual Librarian	18.35
13011	- Exhibits Specialist I	14.96
13012	- Exhibits Specialist II	18.54
13013	- Exhibits Specialist III	22.67
13041	- Illustrator I	14.81
13042	- Illustrator II	18.35
13043	- Illustrator III	22.45
13047	- Librarian	20.32
13050	- Library Technician	11.93
13071	- Photographer I	7.10
13072	- Photographer II	12.65
13073	- Photographer III	18.16
13074	- Photographer IV	20.88
13075	- Photographer V	25.26
15000	- Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	- Assembler	7.41
15030	- Counter Attendant	7.41
15040	- Dry Cleaner	8.89
15070	- Finisher, Flatwork, Machine	7.41
15090	- Presser, Hand	7.41
15100	- Presser, Machine, Drycleaning	7.41
15130	- Presser, Machine, Shirts	7.41
15160	- Presser, Machine, Wearing Apparel, Laundry	7.41
15190	- Sewing Machine Operator	9.37
15220	- Tailor	9.85
15250	- Washer, Machine	7.89

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19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	14.92
19040 - Tool and Die Maker	17.57
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.26
21020 - Material Coordinator	15.55
21030 - Material Expediter	15.55
21040 - Material Handling Laborer	9.92
21050 - Order Filler	10.30
21071 - Forklift Operator	11.95
21080 - Production Line Worker (Food Processing)	11.95
21100 - Shipping/Receiving Clerk	11.86
21130 - Shipping Packer	11.86
21140 - Store Worker I	10.69
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.15
21210 - Tools and Parts Attendant	11.95
21400 - Warehouse Specialist	11.95
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	15.90
23040 - Aircraft Mechanic Helper	12.34
23050 - Aircraft Quality Control Inspector	18.63
23060 - Aircraft Servicer	13.77
23070 - Aircraft Worker	14.48
23100 - Appliance Mechanic	14.43
23120 - Bicycle Repairer	10.60
23125 - Cable Splicer	15.90
23130 - Carpenter, Maintenance	14.30
23140 - Carpet Layer	13.80
23160 - Electrician, Maintenance	15.26
23181 - Electronics Technician, Maintenance I	16.53
23182 - Electronics Technician, Maintenance II	19.25
23183 - Electronics Technician, Maintenance III	20.27
23260 - Fabric Worker	13.12
23290 - Fire Alarm System Mechanic	15.90
23310 - Fire Extinguisher Repairer	12.44
23340 - Fuel Distribution System Mechanic	18.84
23370 - General Maintenance Worker	14.21
23400 - Heating, Refrigeration and Air Conditioning Mechanic	14.19
23430 - Heavy Equipment Mechanic	16.56
23440 - Heavy Equipment Operator	13.32
23460 - Instrument Mechanic	16.56
23470 - Laborer	9.92
23500 - Locksmith	14.48
23530 - Machinery Maintenance Mechanic	16.34
23550 - Machinist, Maintenance	14.38
23580 - Maintenance Trades Helper	10.29
23640 - Millwright	16.00
23700 - Office Appliance Repairer	14.48
23740 - Painter, Aircraft	16.30
23760 - Painter, Maintenance	14.30
23790 - Pipefitter, Maintenance	16.34
23800 - Plumber, Maintenance	15.54
23820 - Pneudraulic Systems Mechanic	15.90
23850 - Rigger	15.90
23870 - Scale Mechanic	13.80
23890 - Sheet-Metal Worker, Maintenance	14.15
23910 - Small Engine Mechanic	12.34
23930 - Telecommunication Mechanic I	17.39
23931 - Telecommunication Mechanic II	18.27
23950 - Telephone Lineman	17.39
23960 - Welder, Combination, Maintenance	14.09

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23965 - Well Driller	15.90
23970 - Woodcraft Worker	15.90
23980 - Woodworker	11.87
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.87
24580 - Child Care Center Clerk	11.05
24600 - Chore Aid	8.37
24630 - Homemaker	12.29
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	17.00
25040 - Sewage Plant Operator	16.82
25070 - Stationary Engineer	17.00
25190 - Ventilation Equipment Tender	13.25
25210 - Water Treatment Plant Operator	16.82
27000 - Protective Service Occupations	
(not set) - Police Officer	14.75
27004 - Alarm Monitor	11.51
27006 - Corrections Officer	14.18
27010 - Court Security Officer	14.18
27040 - Detention Officer	14.18
27070 - Firefighter	15.57
27101 - Guard I	10.37
27102 - Guard II	11.31
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.93
28020 - Hatch Tender	15.93
28030 - Line Handler	15.93
28040 - Stevedore I	14.25
28050 - Stevedore II	16.87
29000 - Technical Occupations	
21150 - Graphic Artist	21.00
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	12.55
29024 - Archeological Technician II	13.69
29025 - Archeological Technician III	16.98
29030 - Cartographic Technician	18.72
29035 - Computer Based Training (CBT) Specialist/ Instructor	21.34
29040 - Civil Engineering Technician	16.51
29061 - Drafter I	11.91
29062 - Drafter II	13.38
29063 - Drafter III	15.20
29064 - Drafter IV	18.72
29081 - Engineering Technician I	12.50
29082 - Engineering Technician II	14.03
29083 - Engineering Technician III	15.70
29084 - Engineering Technician IV	19.45
29085 - Engineering Technician V	23.79
29086 - Engineering Technician VI	28.78
29090 - Environmental Technician	18.39
29100 - Flight Simulator/Instructor (Pilot)	25.79
29160 - Instructor	18.90
29210 - Laboratory Technician	16.68
29240 - Mathematical Technician	18.72
29361 - Paralegal/Legal Assistant I	13.19
29362 - Paralegal/Legal Assistant II	16.32
29363 - Paralegal/Legal Assistant III	19.98
29364 - Paralegal/Legal Assistant IV	21.96
29390 - Photooptics Technician	18.72
29480 - Technical Writer	22.25

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29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	16.36
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.72
29622 - Weather Observer, Upper Air (3)	14.72
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	14.27
31260 - Parking and Lot Attendant	10.56
31290 - Shuttle Bus Driver	13.55
31300 - Taxi Driver	12.82
31361 - Truckdriver, Light Truck	13.55
31362 - Truckdriver, Medium Truck	14.36
31363 - Truckdriver, Heavy Truck	15.88
31364 - Truckdriver, Tractor-Trailer	15.88
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.05
99030 - Cashier	7.25
99041 - Carnival Equipment Operator	10.75
99042 - Carnival Equipment Repairer	11.46
99043 - Carnival Worker	8.73
99050 - Desk Clerk	8.87
99095 - Embalmer	19.72
99300 - Lifeguard	10.52
99310 - Mortician	19.72
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.52
99500 - Recreation Specialist	12.29
99510 - Recycling Worker	12.92
99610 - Sales Clerk	9.83
99620 - School Crossing Guard (Crosswalk Attendant)	11.48
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	13.98
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.55
99660 - Surveying Aide	9.15
99690 - Swimming Pool Operator	16.30
99720 - Vending Machine Attendant	13.59
99730 - Vending Machine Repairer	16.30
99740 - Vending Machine Repairer Helper	13.59

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of nine paid holidays per year: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a

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bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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